

LOCAL I-S NEWS

for department store workers

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334

DECEMBER 1, 1959

Macy's Hints Plans For Further Speed-Up

At the last annual Macy's stockholders' meeting on November 10, 1959, Jack I. Straus, board chairman of R.H. Macy & Co., declared that one of the company's most important tasks would be to find ways to increase the per-capita output of employees.

Following the meeting, Wheelock H. Bingham, president of the corporation, said that one way of increasing the workers' productivity would be the development of an electronic project which has already been initiated in Macy's, Herald

Square. An important step in that direction, he said, would be this major job planned for the office division for the Spring in the New York store.

The comments by the two top Macy officials followed statements that first-quarter sales of the current fiscal year were up four per cent, as earnings rose from \$2,328,000 to \$3,350,000. Mr. Bingham added in a post-meeting interview, according to "Women's Wear," that a five per cent increase could be expected for the second quarter, which started November 1, 1959.

Mr. Straus noted that further expansion of R.H. Macy & Co. was indicated by the current growth of the United States population which, by 1970, is expected to reach 210 million.

Macy's, he said, would be fully prepared to take advantage of the prospects offered by this growth of population, and would further expand its network of suburban stores. At the present time, branch stores are doing 40 per cent of the total R.H. Macy business.

By Sam Kovenetsky President, Local 1-S

There is a story which has been told so often by Macy workers, and repeated, and passed around with so many smiles and nodding of heads that it has become part of the folklore of our union.

It seems that there was a rather skinny fellow who took his young lady to Coney Island for the day. They had a pleasant day on the beach and, in the evening, ate popcorn and went on the rides and walked around some of the carnival sideshows.

At one of the shows, a Hercules-sized, bare-chested giant of a man was showing one of his tricks. He took an oversized towel, soaked it in a barrel of water and, with massive muscles bulging, wrung it dry. Or at least as dry as any human being could imagine.

"I challenge anyone," the carnival giant shouted, "to wring another drop of water from this towel!"

Our skinny, meek-looking fellow— he looked like the example of Before in one of those advertisements in health magazines—immediately spoke up. "I can do it," he said.

His young lady quietly protested. "How can you . . . ?"

Nothing daunted, the slender young man strode confidently up the platform. He seized the towel in his two small hands, revolved it in a spiral and, after a slight flick of his wrist, a stream of water gushed out of the towel.

Later, with wonder in her eyes, the

young lady said, "But I don't understand. . . ."

"The truth is," the young man answered, "I am a Macy executive."

The meaning of that story is abundantly clear to members of Local 1-S. And everytime we hear management make another statement about increased per-capita output, that story comes out of the mothballs and is repeated, with the latest embellishments and details.

Everybody these days is talking about increased productivity. Some public-spirited people at civic meetings talk about national productivity in an important, vital sense. The increase in the nation's general output can mean an increased standard of living, increased prosperity, greater employment and a stronger national position in a world marked by cold wars and historic changes in the development of nations.

There is another kind of talk about productivity. This kind of talk usually takes place at meetings of executives and stockholders looking for maximum dividends on their investments, or at conferences of businessmen looking to extract the most dollars from their various enterprises.

Messrs. Jack Straus' and Bingham's comments are in the latter category.

Perhaps the fuse cap of this latest

blast for more work, harder work, and more automation to cut back on the number of salaries to pay, was in a volume published by the Harvard Business School.

It is called "Operating Results of Department and Specialty Stores in 1958," and written by Prof. Malcolm P. McNair.

In this annual report, which has the "generous financial assistance of the National Retail Merchants Association," Prof. McNair compares department stores costs between 1957 and 1958.

"Most significant," writes Prof. McNair, "was the drop from 18.25 per cent to 18 per cent in the payroll ratio, especially in view of the continued rise in department store average hourly earnings.

"Apparently some stores are finding ways of increasing productivity," Prof. McNair notes.

In short, the department stores have learned the joy of lower labor costs in relation to sales, and that is very tempting bait for this industry.

For its own part, Macy's today is paying for fewer man-hours of work than it did two years ago, while its annual unit and dollar volume, and productivity, continue to mount.

Thus, from November 1957 to November 1958, Macy's released 1,100

workers, and replaced these by 1,000. And Macy's, as Mr. Bingham noted, will install a several million-dollar electronic gadget which will displace several hundred workers.

When Mr. Straus talks about increased productivity at stockholder meetings, I hope Local 1-S members will not confuse his thinking with that of the high-minded people who speak, usually in very general terms, about gross national output and gross national income.

Trade unionists like myself like to get down to cases, and find out the Why's and How's. How does increased productivity affect the livelihood of people, their wages and continued employment? Does increased productivity mean a speed-up? And who will benefit from all this increased productivity?

The fact of the matter is that Macy's is getting as much and more out of our people than ever before. As I told a reporter for "Women's Wear" in a recent interview, the sales clerk, besides smiling for the customer, is required to check out her register, pack the merchandise, order goods from stocks, do a first-rate stock work and selling job—all in an eight-hour day.

Handling a daily traffic of 300,000 customers is a terrific workload for the workers in Macy's. Nowadays the store is using more part-time help during peak hours, and full-time employees are required to take up the

(Continued on page 3)

Executive Board Approves Changes in '1-S' Constitution

A number of changes in the union's constitution were proposed by the Local 1-S Constitutional Committee, and approved unanimously in substance by the Executive Board at its meeting on November 24, 1959.

First Vice President Phil Hoffstein, chairman of the board, presided.

The substance of the constitutional changes is as follows:

Art. III, Sec. D—To provide constitutionally for support of political candidates pledged to implement the constitutionally defined objectives of the union.

Art. IV, Sec. 12—Clarifies and expands the section in regard to definition of membership, and continued standing of retired members.

Art. VII, Sec. 6—Provides constitutional authorization for the union to buy and sell real property, in addition to renting and leasing it. (This enables the union constitutionally to purchase and sell a headquarters when and if desirable.)

Art. VIII, Sec. 3—Changes union officers' term of office from four to three years. (Does not affect present terms of office.)

Art. VIII, Sec. 4—Extends existing individual bonding provision to cover all union representatives and agents, including officers, shop stewards and staff employees.

Art. X, Sec. 1—In regard to membership meetings held to elect officers, the four-year provision for the officers' term of office is changed to three years.

Art. X, Sec. 6—Specifies fifteen-day notification of place and date of union elections.

Art. VIII, Sec. 3—Adds a provision that the union membership shall vote by secret ballot on a proposed amendment to increase dues or initiation fees.

(Under the union's constitutional procedure, the above proposed changes in the union constitution will be voted upon at the January 5, 1960, general membership meetings of Local 1-S. The full texts of the proposed changes, as well as the sections they will change or modify will be printed in the December 15 issue of "Local 1-S NEWS.")

Landrum-Griffin

During the Executive Board discussion on the various changes proposed in the Constitution, it was made clear that several are required by the Landrum-Griffin Law. It is not clear at this date how exactly the new bonding requirement will work out, said Pres. Sam Kovenetsky. The lawyers don't know because the law is ambiguous, and it will be up to the Department of Labor to clarify this question. The one clear conclusion is that it will cost the union more money to meet the individual bonding requirements.

Pres. Kovenetsky spoke strongly in support of the proposed clause which specifically authorizes support of political candidates. He noted that such action was implicit in the constitutional mandate to achieve through legislation (as well as other means) the objectives of the union. He thought that since the Landrum-Griffin law was requiring various changes in a constitution duly representative of the will of the members, it was desir-

able to change this provision too, at this time.

"I know this change will create discussion," Pres. Kovenetsky declared. "But it's about time that we grow up, and come out for, and fight for candidates who are all-out for labor. In these days, political action, all the way, is a must."

Committee Reports

COPE—Chairman Ed Jennings, Sewing Machines, reported on the work currently being done on registration files in the effort to keep them up to date. The COPE drive will begin shortly after January 1, 1960, and COPE membership books have been ordered.

Chairman Jennings called upon board members to aid in obtaining volunteers to join the COPE committee.

ACTIVITIES—Chairman Jerry Harte, Boys Clothing, reported that the Halloween Party was small, but a successful and pleasant affair. Plans are now being made for a union-wide dance to be held possibly in October of next year. Information is still being gathered, he reported, for the proposed union-sponsored trip to Hawaii. Bids are being obtained to get the "best buy" for the trip.

TRIAL—Chairman Harry Liebowitz, Alterations and Repairs, reported on the problems of Dept. 113 in dealing with Robert Rhodes on matters affecting the maintenance of union standards. The Trial Committee found him guilty as charged, and recommended suspension for six months. The Executive Board unanimously approved the recommendation.

State Labor Meeting

Pres. Kovenetsky reported on the New York State AFL-CIO convention held November 16-18, 1959. Although an impressive number of delegates attended, the Local 1-S president did not judge the convention as very successful.

Most of the motions and resolutions were referred to the state labor body's executive board, and there seemed to be too little dynamism and too few fresh ideas in view of labor's current problems. He singled out a few speakers for praise, including a Steelworkers' regional director who protested the speaking invitations to Governor Rockefeller and Senator Javits when the "steel workers were fighting for their existence."

Tom Melella, White Plains, who was a delegate to the state convention, arose to cite his pride in the high reputation of Local 1-S. Pres. Kovenetsky and the other top Local 1-S officers.

Vice Pres. Hoffstein reported on the meeting of the union's Constitutional Committee. Members of the committee, whose recommendations are noted earlier in this report, are Eva Hagood, Controller; Tony LaSalvia, Jamaica; Harry Liebowitz, Alterations and Repair; Irving Smooke, Television; and the officers of the union.

Cafeteria Problem

The problem of the Macy's cafeteria remains vexing, and considerable discussion followed Pres. Kovenetsky's report. He said that he had met with Macy's labor relations officials, Fred Fisher, Mrs.

G. G. Michelson and Bernard Steinberg in regard to the food allowance, the menus provided, and other matters. He noted that even though members may eat beyond the financial allowance, the company does not charge them for the difference, as it did in the past.

The Macy's personnel executives showed him the menus of the last six months declaring that the quality of the food had not changed; moreover, they said, the company has ordered larger portions following the many complaints. The Local 1-S president and vice presidents, Pres. Kovenetsky stated, will be at the cafeteria on Monday and Thursday evenings to observe.

Vice Pres. Hoffstein reported on the complaints of members about their inability to get 20 per cent deductions in Department 38. A letter will be prepared in regard to employee discounts, and will be published in the union newspaper.

As required by the recently enacted Landrum-Griffin Law, board chairman Hoffstein requested that any executive board member or shop steward who has been convicted of a felony or has been a member of the Communist Party during the past five years should please notify the union.

Institute Planned

Vice Pres. Bill Atkinson reported on plans for a Weekend Training Institute scheduled for January. Noting the problem of conducting a leadership training program during the week because of scheduled divisional meetings, he reported that a weekend institute would be held.

The participants will be limited to 40, he said, on a strictly first-come, first-served basis. Executive Board members will have the first opportunity to participate. If they don't fill the quota, shop stewards will later be invited.

Institute sessions will be led by union attorney Asher Schwartz on "Labor and the Law," by Harry Gersh on "Workmen's Compensation," by Lou Levine on "Community Services," with the three top Local 1-S officers leading seminars on "Grievance Procedures."

Vice Pres. Atkinson cited his pleasure in reporting on the current activities of the Community Blood Council (see story on Page 4).

He pointed with pride to the fine job Local 1-S had done in initiating community action on the problem of blood replacement which involves high costs and unjustified blood replacement ratios.

Purchase of Building

Pres. Kovenetsky said that the Building Committee was seriously considering the purchase of its

Reuther Urges 10-Point Economic Recovery Program

Congressional enactment of a 10-point program which would assist unemployed workers and their families and "help restore depressed communities to economic health," has been urged by Auto Workers Pres. Walter P. Reuther.

Reuther made his proposals to a special Senate committee, headed by Sen. Eugene J. McCarthy (D-Minn.), named by the Senate.

The UAW president called for enactment of an area redevelopment bill, passage of community facilities legislation, establishment of federal minimum standards on the amount and direction of unemployment compensation benefits, federal grants for general assistance and improved distribution of surplus foods.

His program also recommended adapting government procurement

policies to meet unemployment problems, social security improvements to permit early retirement, federal fair employment practices legislation, assistance to workers moving from chronic labor surplus areas, and unemployment compensation tax penalties for employers refusing to list job openings with the state employment service office.

Reuther led off a parade of witnesses who testified during the committee's two-day hearings in the nation's automobile manufacturing capital, now plagued by chronic unemployment of at least 12 percent of its labor force.

Michigan State AFL-CIO Pres. August Scholle placed before the McCarthy Committee a proposal for unlimited aid to the unemployed and the retraining of the jobless—at a cost to employers of no more than 1 cent an hour.

Meany Tells Urban League Labor United Against Bias

The American labor movement with its long record of combating discrimination "will fulfill its responsibility to the Negro workers of this country," AFL-CIO Pres. George Meany pledged.

The federation president in an address to the National Urban League emphasized "that is not merely a rhetorical pledge" but one that has the full backing of official AFL-CIO policy.

Meany's pledge came at a dinner here at the Waldorf-Astoria marking Equal Opportunity Day at which the Urban League honored the AFL-CIO president with its annual award.

Meany restated AFL-CIO policy calling on all affiliates to eliminate segregated locals and the abolition of dual seniority lists, adding that this was adopted as policy unanimously and that the "unanimous policy of today becomes the established fact of tomorrow."

He added: "The days of discrimination are numbered and a new era of integration is inevitable . . . time is running out for the irreconcilables . . . and they will not be able to impose their preju-

dices upon the new generation."

Meany continued. "The record of the trade union movement falls considerably short of perfection, but it needs no apology. We are very proud of that record. No other group in America, whether in industry, or in government, or in the schools or in the professions comes within hailing distance of matching our accomplishments or is working as resolutely and as sincerely as labor for even greater future progress."

Meany recounted AFL-CIO policy on civil rights:

Education—AFL-CIO denounced as a "tragic failure" the absence of action by the legislative and executive branches to implement the Supreme Court's decision against segregation in the public schools.

Housing—AFL-CIO demanded that all housing built with the aid of federal funds be made available to minority families on an equal basis with all other families.

Fair Employment Practices—AFL-CIO renewed support for passage of an enforceable federal law along with stronger state and city laws.

present headquarters. Alterations would be necessary to increase meeting hall space, and provide other needed facilities. The union already has requests for space from three prospective tenants. However, the question of coming to an agreement with the landlord remains open. He thought that "we could all be proud" of the building if the alterations were made as the consulting architect visualizes them at this time.

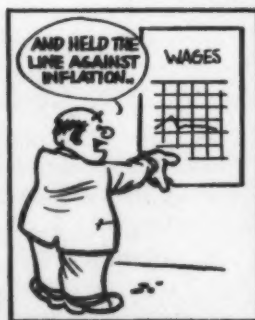
In regard to the discussion about a union pension and insurance plan, Pres. Kovenetsky said that

the estimates of costs received to date had been high.

Ed Dillard, Receiving, asked if there were enough union administrators. Pres. Kovenetsky answered that the coverage was adequate because the executive board members and shop stewards had certain constitutional duties. With the fulfillment of these responsibilities he felt that the officers and administrators are sufficient.

"What funds are to be spent, we would consider spending for organizational purposes," Pres. Kovenetsky stated.

AIN'T IT THE TRUTH - - - - - BY BARNEY SMOKESTACK





Worth Talking About

BY PRESIDENT SAM KOVENETSKY

MACY'S HINTS PLANS FOR FURTHER SPEED-UP

(Continued from page 1)

slack at other times. During the rush-hour period from 11 to 3, 2½ sales people are doing the work of three, because of lunch times.

We hear of more nervous breakdowns due to overwork and management pressures.

I wonder if it comes as news to Mr. Straus and his associates that many objective studies in the field of productivity reveal that the more pressure there is on workers, the lower the productivity.

For example, Prof. Rensis Likert and Stanley E. Seashore have written in the "Monthly Labor Review":

"High productivity is associated with the absence of a feeling of pressure for productivity. Data suggest that the traditional concept of the 'good' supervisor as one who supervises his people closely and puts direct pressure on them to produce may be seriously in error."

I am sure Local 1-S and its members will be very alert to see whether Mr. Straus and company represent the "traditional" thinking, noted above, or a more enlightened approach.

On the basis of the evidence accumulated by myself in some 20 years of stewardship of this union, the Macy mentality on production is represented by the young man in the joke.

The joke, of course, is often on the executive who tries to play the role of the "pressure boy."

In fact, as Prof. Likert once told a personnel conference of the American Management Association, "Employees when under direct pressure from management, may restrict production by setting and enforcing group standards and goals at a low level or productivity."

In simple words, American workers — especially organized workers — have over the years achieved standards of self-respect and justice on the job — enforced by grievance procedure — which management cannot arbitrarily change. A classic case is the recent steel strike which pivoted, in significant part, on the issue of work rules.

Unfortunately, management has had its victory in the Landrum-Griffin law. The business groups created a national psychology that "something had to be done about the unions." That psychology arose from the McClellan Crusade which concentrated on the actions, largely, of one union. The result was legislation which now hampers all unions guilty of none of the actions so loudly trumpeted around the land.

Some managements think that a national psychology can be created demanding more productivity as necessary for the nation's welfare, and therefore every employee should work harder. The profits of course go to management and stockholders.

Well, if Macy's wants to introduce electronic machines to effect savings, that is their primary area of responsibility. But let this be clear: our people won't be treated like machines. We expect that displaced workers will be assured of re-training and continued employment.

If Macy's continues with its time-and-motion studies, we reserve our own judgment and action on these management-financed "scientific" studies. If Macy's saves money on deliveries and "take with" campaigns, we note that this saving means profits, and not additional compensation or relief of the workload so far as the worker is concerned.

We wish therefore to put all Local 1-S members on the alert. Despite all the human relations gimmicks which Macy's management has developed over the years, the function of its management is to increase productivity to increase profits.

It is the function of our union to warn our members to watch for the speed-up, and to maintain vigorously the work standards our union has achieved during the past two decades.

How Trade Unionism Works For British Retail Clerks

By T. W. Cynog-Jones, Research Officer, U. S. D. A. W.

(Editor's Note: Mr. Cynog-Jones visited the United States in 1952 and 1959 at which times Local 1-S was very pleased to welcome him as the representative of the retail and wholesale workers in Great Britain. At our request, he has sent us the article below explaining how the retail workers in Britain are represented by their union. We hope to print similar articles from other notable union leaders from other nations.)

The Union of Shop, Distributive and Allied Workers has 352,000 members, most of whom work in retail stores and wholesale warehouses. The Union is the result of several amalgamations, the principal parts of which date back to 1891. It is the Union for the retail and wholesale trades. Very few workers in these trades are to be found in other trade unions.

By American standards U. S. D. A. W. is a highly centralized trade union. The Local Unions (they are called Branches) retain 20 per cent of the members' dues, the remainder being dispatched to the Head Office. But the Head Office is responsible for the cost of offices, staff and so on.

Trade unionism among shop workers started in Britain in 1891 as a protest against excessive work hours — and late closing of shops. Even today shop trading hours and working hours are a major issue of contention in some areas.

There is an Act of Parliament that requires shops to close by 1 P.M. on a weekly half-day; by 8 P.M. on four nights and by 9 P.M. on the other week night. It also allows the Local Government Authority to fix a closing hour up to one hour earlier (viz. 7 P.M. and 8 P.M. on one last night).

This law dates back to 1928. It is out of date. The last war revolutionized shopping habits and in most places most of the shops close at 5.30 P.M. or 6 P.M. Shop workers like it that way. They do not welcome working during the evening. This is particularly true of married women, many of whom work in shops.

In recent times our new Super Markets have introduced the so-called "American" late night by closing at 8 P.M. on one night in

the week. The Super Market operators have usually offered the workers compensations by way of extra pay and more flexible working hours, and have won their acceptance.

So it has been our members in other shops in the area who have protested, in fear of the idea of the late night spreading. Sometimes the Super Market has been picketed.

Our normal working week is 44 hours spread over 5½ days. We are now moving towards a 40-hour, 5-day week, and to get it we have indicated our willingness to adopt a more flexible attitude towards closing hours.

The principal department stores in the center of London close at 5 or 5.30 P.M. on four nights; have one "late night" of 7 P.M. to 8 P.M. and close at 1 P.M. on Saturday. The volume of business transacted on Thursday night has justified it.

In general we do not have wage contracts with individual firms as is so usual in the United States. Britain, geographically, is a very small country, so industry-wide contracts are customary.

The retail trades are covered by a number of Wages Councils, set up under an Act of Parliament. Each Wages Council consists of an equal number of representatives of employers and workers plus three independent members (who have the right to vote). The decisions of the Wages Council become legally binding upon all employers by an Order made by the Minister of Labour. Government Inspectors are appointed to enforce the Orders.

The Wages Councils fix minimum rates of remuneration. The Union regards it as a statutory floor below which no one can be paid.

But it is seen as a trade union duty to then go to the unionised firms to negotiate higher levels of pay. This has been done. Strike action cannot be used against the Wages Council, but it can, and sometimes has to be used against individual firms in order to win the higher rate demanded by the workers. Thus there is a two-tier wages system:

- (1) The statutory floor for all shop workers (in America, this is known as the legal minimum wage); and
- (2) The second tier—a trade union rate for trade union members.

Our contracts provide for two weeks' vacation after one year's service and up to three weeks for longer service. In addition there is provision for six days "Public Holiday."

Britain has a comprehensive hospitalization scheme financed out of national taxation, so there has been no need for the unions to negotiate hospitalization schemes with employers. Under the national scheme hospital treatment is completely free. So also are the doctors' services. Contrary to the opinion held by some Americans, the British people can choose any doctor they like and can change their doctor whenever they like. There is no regimentation or dictation either of the patients or of the doctors.

Medicines are provided on doctors' prescriptions for a nominal payment of 15 cents.

At one time all dental and ophthalmic treatment, and the appliances were free. Now the patient has to pay part of the cost of the appliances.

The British people are very proud of their Health Service and no Government would dare to abolish it.

Because of our history and the early reliance on Parliament to do something about shop trading hours our Union has always been politically minded. Since 1913 trade unions wishing to engage in political activities have been required to establish Political Rules and a separate Political Fund, and permit any member to "contract-out" of political affairs and so avoid paying the separate political levy. (In U.S.D.A.W. this is equal to about 8 per cent of the annual trade union contribution). From its Political Fund U.S.D.A.W. affiliates with the British Labour Party, and gives financial support to Labour Party candidates for Parliament.

At the recent General Election U.S.D.A.W. sponsored eleven candidates and ten were elected. The bulk of their election expenses were paid for by the Union and each year the Union will pay them something towards their own Parliamentary expenses.

In addition to the ten sponsored candidates another fifteen to twenty members of U.S.D.A.W. were also elected to Parliament. Perhaps the most famous of the U.S.D.A.W. members in Parliament is the Rt. Hon. Alfred Robens, who was Minister of Labour in the last Attlee administration.

U.S.D.A.W. is keenly international minded. It is a strong supporter of the International Federation of Clerical Commercial and Technical Employees (recognized as a Trade Secretariat by the I. C. F. T. U.). It has participated in the activities of other international organs (and thus the author of this article in 1952 and again in 1959 had the pleasure of visiting the United States of America and meeting leaders of the R. W. D. S. U. and Local 1-S in particular).

Union Picket Saves 3 Non-Union Men In Building Cave-In

A union picket for the Housewreckers Union was on the job, marching back and forth in front of a house-razing operation in Brooklyn recently. Then he heard a crash.

The wall of a four-story frame house had fallen in on five non-union housewreckers, burying them in a mass of timbers and debris.

The union man, William Frank, tossed off his picket sign and dashed through a cloud of plaster dust. He carried three of the injured men to safety, one by one, while passersby helped the other.

Then, picking up his picket sign, the Housewreckers union man resumed his march back and forth.

Wonder if those fellows who received that helping hand are planning to join the union?

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N.Y. Community Blood Council To Ask Standard Fees, Quotas

The Community Blood Council of Greater New York, Inc., an agency recently formed to represent the community's interest in reasonable and fair distribution of blood, and all other matters relating to its procurement and use, has moved to recommend the standardization of fees and replacement ratios.

The action comes as the culmination of charges initiated four years ago by Local 1-S that hospitals throughout the city were price-gouging on the cost of blood, and demanding outrageous, unjustified quantities of blood for replacement purposes.

The charges, printed in a series of articles in "Local 1-S News," led to widespread publicity, and an exchange of letters from hospitals explaining, and attempting to justify, chaotic and fantastically over-priced policies in dispensing blood.

The general public concern which ensued resulted in a number of meetings of persons concerned directly with this problem throughout the New York metropolitan area.

At that time, Vice Pres. Bill Atkinson was joined by Charles Waisala, Local 770, UAW, in carrying the battle against "blood money" to the New York City CIO Council which they represented at the meetings. James Quinn, who is now treasurer of the New York Central Labor Council, represented the AFL at the meetings.

A major consequence of these

Health Plan Note On Anesthesia

Members of Local 1-S should note that when making claims under the Health Plan, the claim for the anesthesia must be accompanied by the claim for surgery. Both should be sent together.

Group Health Insurance says it will not pay for the anesthesia unless both claims are made at the same time.

meetings, which included leading representatives from hospitals, medical and blood groups, the Red Cross, and New York City departments, was an intensive 145-page study of the situation. Titled "Human Blood in New York City," the study was published under the auspices of the Committee on Public Health of the New York Academy of Medicine.

Vice Pres. Bill Atkinson is now representing the New York Central Labor Council, AFL-CIO, on the Board of Directors of the Community Blood Council. In that capacity he represents the entire labor movement of New York in the interests of safeguarding the welfare of the general public which has been subject to the gross and disproportionate charges and blood replacement quotas.

At the Blood Council's meeting on November 10, 1959, the group's Board of Directors voted to name a committee to develop a standard

for fees and replacement quotas to be recommended to all municipal and private hospitals, and other blood agencies.

Committee members include Vice Pres. Atkinson, and representatives of the Medical Society of New York, Academy of Medicine, New York Hospital Fund, Red Cross, Brooklyn Hospital, Hospital Foundation, and Greater New York Hospital Association.

This committee will meet with all interested parties and make its recommendations to the Community Blood Council by February 1, 1960.

In addition to dealing with the standardization of charges and replacement quotas, acknowledged by the new agency as its primary problem, the Community Blood Council will also deal with the scientific and technical aspects of blood, and its procurement.

Present members of the Blood Council include the New York AFL-CIO, the American Red Cross Regional Blood Program, the Association of Private Hospitals, Brooklyn Catholic Charities, Community Council of Greater New York, Federation of Protestant Welfare Agencies, Greater New York Hospital Association, New York Academy of Medicine, New York Blood Banks Association, N.Y.C. Department of Health, N.Y.C. Department of Hospitals, Associated Hospital Service of New York, First District Branch of the New York State Medical Society, and Catholic Charities.

N.Y. Milk Prices Go Up; Industry Sneaks a Profit

When the milk industry representatives were negotiating with the spokesman of some 13,500 union workers who process and deliver milk for the dairies, a management spokesman declared that

the dairies would absorb the "excess cost."

When the cost of milk rose a half-cent a quart, many surprised observers wondered whatever happened to the pledge of the employers' spokesman.

We are indebted to the "New York Times" Editorial Page for what it describes as "some simple mathematics."

Six million quarts of milk are sold daily in the metropolitan area. At a half-cent increase, the increase in income to the milk industry will be \$210,000 a week.

The contract gains of the milk workers average a little better than \$7.50 a week. With 13,500 workers benefitted, the additional pay will be about \$101,250 or, allowing for the "little better," about \$105,000 in round figures.

The "Times" comments: "There appears to be a neat division of the public's half-cent between union and management."

However, one important difference might be pointed out. The workers sought wage gains which the industry said could be absorbed. The industry said nothing about sneaking through a profitable price increase after posing as the civic-minded party in the negotiations.

If the company, as it avowed, made sufficient profits to absorb anticipated wage increases, then it appears to be time for some civic agency or legislator to inquire into the profit picture of the milk industry, and let the people of New York know the facts.

Need Information, Advice, Counseling?

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Union Office
Every Wednesday
From 5:30 to 7:00 P.M.

HEALTH PLAN NOTE

If you plant to take a leave of absence (including maternity and military leave), or if you leave the store and wish to continue the Health Plan, you are covered only until the end of the month in which you leave the store, and have another 30 days (without coverage in which to arrange for your direct payments. YOU MUST see or call the Local 1-S Health Consultant at the Union office.

If you, or a member of your family covered by the Health Plan, enters the hospital or has medical care covered by the Health Plan, you MUST call on the Union office for a claim form for your doctor immediately. Claims for the anesthesia benefit must be accompanied by the surgeon's bill. Forms must be filled out and returned to the Union office as soon as possible.

Retired Members November 1, 1959

Lucy Acker21-02 MAG
Sophie Law Klein ...6-01
Herman Machby ...23-18
Matilda Hogan127-60
Julius KleinNC-650
William McCann ...RMW-28

PERSONALS

FOR SALE—Club lounge chair. Green, custom made, in good condition. Call OL 4-8553 any evening between 7:30 and 10:30 P.M.

FOR RENT—Lovely, large furnished room in one-family house. All conveniences. Near Merrick Blvd. in Laurelton. Reasonable. Business woman preferred. Call LA 7-4490 after 6:00 P.M.

MEDICAL PLAN—For the name and address of the doctor, dentist, optometrist or podiatrist nearest you CALL the Union Office—WA 4-4540 or Associated Physicians Medical Group—BU 8-4210 (Night or Day) when the Union Office is closed. Complete schedule of fees available upon request.

Full information on benefits and regulations can be obtained from the health plan consultant at the union. Members are also asked to remind their doctors that all claim forms must be returned to the Local 1-S office.

BLOOD BANK—If you need blood from the Blood Bank CALL the Union Office—WA 4-4540.

Letters to the Editor

CONVENTION INSPIRING

It was certainly an inspiring experience for us to attend the New York State AFL-CIO convention, together with Sam Kovenetsky.

This was a "first time" for us, and the sight of about 2,500 trade unionists assembled for the meeting gave us a keen sense of the numbers and diversity of people in the labor movement in this state alone.

Yet, despite the many unions represented, the many trades, the blue collar and white collar union people—despite the different circumstances of unions in differing sections of the state, it was remarkable how we all seemed to talk the same language. And how we all are working toward the same goals.

Two outstanding speeches were made in our opinion, one by Al Barkan of the AFL-CIO COPE staff, and the other by Joseph Moloney, the Steelworkers' regional director.

Brother Moloney was not very happy about some of the politicians who spoke at the convention, especially those who are not heard from when labor needs help. "Throw the bums out," expressed his sentiments, although these were not exactly his words.

For our own part, we were not very enthusiastic about the long speeches these (Republican) political leaders made. We were not a little surprised to have Governor Rockefeller tell us that working people should work longer, not shorter hours. He'll never get to be President that way.

A final, very happy comment. It was very gratifying to us to see how very well liked and respected our union president is. One afternoon, it took our Local 1-S group

Moved Lately? Let the Union Know!

Members who have moved recently are urged to let the Union Office know as soon as they have changed their address.

Union letters, copies of the "Local 1-S NEWS" and other communications may well go astray if the Local 1-S office does not have up-to-date and correct addresses.

Does the union have YOUR correct address?

almost a half hour to walk down the aisle at the convention meeting, because of all people who were giving Sam Kovenetsky a big hello, and shaking hands, and exchanging bits of news on what their respective unions were doing these days.

We know where we stand in the world of Local 1-S. But it was a thrill to know that we were delegates of a union that stood very well in the rest of the labor movement as represented at this state convention.

TONY LASALVIA, J1-416
DOROTHY LICHTENSTEIN, F4-18
TOM MELELLA, W1-922

ON PENSION, INSURANCE

On the subject of the proposed insurance and pension plan, I want to say that the idea is very praiseworthy; that it is essential to have a measure of security in the twilight of our life span, after a lifetime of struggle for a livelihood.

However, before such a plan is put into effect, I would like to have some questions answered.

What about those members, who like myself, have been carrying Group Insurance policies for many years? Would they have to aban-

don them? I personally already am burdened with a \$4,000 policy which costs me only \$2.40 a month (exclusive of the thousand dollars free policy under the contract). Why should I be saddled with an additional \$8.00 a month for a policy which I don't even need?

A substantial pension? Vice Pres. Hoffstein said that "the need is self evident." Yes, indeed, for those who actually need it.

I personally am providing for my own pension, which will bring me in at least 50 dollars a week, exclusive of social security and Macy's paltry parsimony, which will enable me to live in comfort, without depriving myself of anything.

Perhaps I would be able to make a decision in favor of the plan if Vice Pres. Hoffstein would make a clarification of the entire insurance and pension plan.

EUGENE BUTLER

Receiving Dept., RRRV 323
(Editor's Note: No specific pension-insurance plan has yet been proposed by the union's Pension and Insurance Committee. At such time as it is, there will be full discussion of all details, with a final decision to be made by the membership in a closed ballot.)

WARMEST THANKS

It is almost impossible to thank all my friends and well-wishers in the receiving division personally for their kind thoughts and the wonderful gift they have given me during my illness. I would appreciate if you could print this note, thanking all for their kindness.

I would also like to extend my warmest thanks to E. Rouse and E. Dillard, and all our shop stewards for the splendid job they did in my absence.

RICHARD TAUSZ, RKG/26

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